



BOARD OF SUPERVISORS COUNTY OF MADERA

MADERA COUNTY GOVERNMENT CENTER
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MEMBERS OF THE BOARD

FRANK BIGELOW
DAVID ROGERS
RONN DOMINICI
MAX RODRIGUEZ
TOM WHEELER

TANNA G. BOYD, Chief Clerk of the Board

File No: 11030

Date: June 21, 2011

In the Matter of FURLOUGH PROGRAM FOR FISCAL YEAR 2011-2012, HUMAN
RESOURCES DEPARTMENT,

1. Consideration of approval to continue the County's Furlough Program, for Fiscal Year 2011-2012.
APPROVE
2. Consideration of approval to adopt the Furlough Schedule, for Fiscal Year 2011-2012.
APPROVE THE FURLOUGH SCHEDULE WITH AMENDMENTS AS DISCUSSED
3. Consideration of approval to adopt the Sideletters of Agreement with various Bargaining Units regarding the Furlough Program, for Fiscal Year 2011-2012.
APPROVE

Upon motion of Supervisor Wheeler, seconded by Supervisor Rogers, it is ordered that the attached be and it is hereby adopted as shown. It is further ordered to approve the Furlough Schedule with amendments as discussed. Supervisor Frank Bigelow votes NO.

I hereby certify that the above order was adopted by the following vote, to wit:

AYES:	Supervisors Rogers, Dominici, Rodriguez and Wheeler.
NOES:	Supervisor Bigelow.
ABSTAIN:	None.
ABSENT:	None.

Distribution:

All Departments (via Human Resources)
Granicus

ATTEST: TANNA G. BOYD, CLERK
BOARD OF SUPERVISORS

By *Buana Pana*
Deputy Clerk II

**SIDELETTER OF AGREEMENT
BY AND BETWEEN THE
COUNTY OF MADERA
AND THE
MADERA COUNTY PEACE OFFICER UNIT
(DEPUTY SHERIFFS' ASSOCIATION)**

The parties hereby agree to the following:

- 1) The furlough plan put in place December 2009 shall continue through June 30, 2012 as follows:

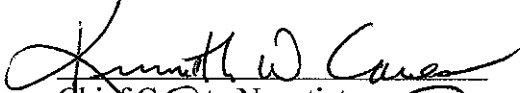
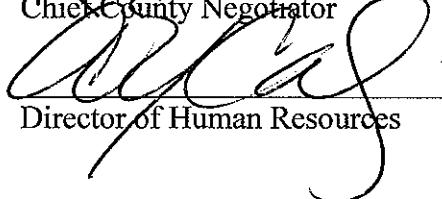
The classification of Deputy Sheriff-Basic P.O.S.T., Deputy Sheriff-Intermediate P.O.S.T., and Sheriff's Sergeant will be furloughed for the equivalent of four (4) hours per 28-day pay period (52 hours annually (2.5%)). The four (4) furlough hours per 28-day pay period shall not be counted as hours worked for purposes of reaching the 171 hours threshold for overtime compensation pursuant to Section 14.01.00 of the MOU.

Employees in the classifications of Welfare Fraud Investigator II and Supervising Welfare Fraud Investigator shall not be furloughed.

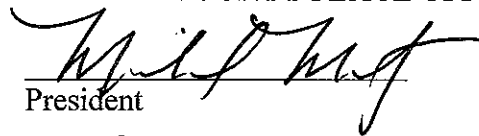
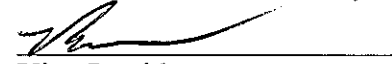
- 2) Throughout the duration of any furlough program, the COUNTY will continue reporting the deputies' full salary to CalPERS for retirement purposes and that all other existing employee benefits will not be reduced *as a result of the furloughs described herein* without first meeting and conferring with the ASSOCIATION.
- 3) Should the financial condition of the County improve to the point that the furlough program may be suspended prior to June 30, 2012; the County will provide at least two weeks' notice to the ASSOCIATION of the change.
- 4) Should the financial condition of the County deteriorate to the point that additional furlough days may be considered, the COUNTY will meet and confer with the ASSOCIATION regarding any change in the furlough plan including continuation beyond June 30, 2012.
- 5) The furlough plan described herein is a negotiated alternative to lay-offs within the Peace Officer Unit. The furlough plan does not guarantee that lay-offs will not take place, but the implementation of the furlough plan mitigates the reductions necessary within the Sheriff's Department.

Agreed this 6th day of June, 2011.

COUNTY OF MADERA:


Chief County Negotiator

Director of Human Resources

MADERA COUNTY PEACE OFFICER UNIT:


President

Vice-President